

ACTION LEARNING

In brief

A learning strategy based on experience, through which participants learn from, and together with, others. The participants are called to work on specific projects, with an encoded learning environment that is structured in meetings, individual activities, in small groups and collectively. The conductor is an expert in learning processes.

What is it?

In Action Learning people learn to act effectively starting from the analysis and interpretation of their past experiences, with the aim of identifying the process that generated learning. In order to be able to speak about true Action Learning, there must be at least three characteristics present:

- the action takes place in real contexts, rather than in simulated contexts. The participants are called to work on defined, specific projects
- the involvement of all the participants in the group (which is called a Set) is expected. The participants in each Set can work on the same project or work on different projects and come from different organisations
- attention is given in particular to the learning process, not only to the actions carried out by the group

In order for there to be real learning, it is necessary to reflect on this experience, to identify exactly what has been learned, to internalise the lessons and devise plans of action which will be useful for dealing with any new and different situations.

What is it for?

- improving learning capabilities
- developing analytical skills
- developing team work skills
- managing the processes of change
- working on projects
- improving communicative and negotiation skills
- raising awareness of the whole context towards the learning process
- developing knowledge that already exists but is still hidden away